

**FAKTOR - FAKTOR YANG BERHUBUNGAN DENGAN
PRESENTEEISM PADA PERAWAT
DI RUMAH SAKIT CITRA ARAFIQ SAWANGAN
KOTA DEPOK
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Abstrak

Perawat di Rumah Sakit Citra Arafik Sawangan berisiko mengalami *presenteeism*, yaitu kondisi tetap bekerja meskipun dalam keadaan kurang sehat. *Presenteeism* dipengaruhi oleh berbagai faktor, seperti sosial demografi, konteks kerja, dan karakteristik pribadi. Kejadian *presenteeism* berisiko memperburuk kesehatan pekerja, menurunkan kualitas pelayanan, hingga meningkatkan risiko kecelakaan kerja. Penelitian ini bertujuan mengetahui hubungan antara karakteristik responden, *job demand*, *job insecurity*, dan *job satisfaction* terhadap *presenteeism* pada perawat di Rumah Sakit Citra Arafik Sawangan. Penelitian ini menggunakan desain studi *cross-sectional* dengan analisis data menggunakan uji *chi-square*. Populasi penelitian adalah perawat Rumah Sakit Citra Arafik Sawangan dengan jumlah sampel 125 orang yang diperoleh melalui metode *purposive sampling*. Penelitian dilakukan dengan pengisian kuesioner *online* yang disebarluaskan kepada responden. Penelitian ini dilakukan pada bulan Juni tahun 2025. Instrumen yang digunakan meliputi *Stanford Presenteeism Scale-6*, *Job Insecurity Scale*, *Questionnaire on the Experience and Evaluation of Work (QEEW)*, dan *Job Diagnostic Survey*. Dari 125 perawat terdapat 81 perawat (64,8%) yang mengalami tingkat *presenteeism* tinggi. Hasil analisis bivariat menunjukkan bahwa tingkat pendidikan ($p\text{-value} = 0,030$; POR 95% CI: 3,167 (1,192-8,413)) memiliki hubungan yang signifikan terhadap *presenteeism*. Saran yang diberikan adalah perawat menyesuaikan kondisi diri dengan tuntutan pekerjaan melalui pengelolaan risiko serta menumbuhkan budaya kerja sehat guna mencegah terjadinya ketidakamanan dan kecelakaan kerja.

Kata Kunci: faktor risiko, *presenteeism*, perawat, rumah sakit

FACTORS ASSOCIATED WITH PRESENTEEISM AMONG NURSES AT CITRA ARAFIQ SAWANGAN HOSPITAL IN DEPOK 2025

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Abstract

Nurses at Citra Arafiq Sawangan Hospital are at risk of experiencing presenteeism, a condition in which employees continue to work despite being in poor health. Presenteeism is influenced by various factors, including sociodemographic characteristics, work context, and personal attributes. This condition poses risks such as worsening employee health, reducing the quality of care, and increasing the likelihood of workplace accidents. This study aimed to examine the relationship between respondent characteristics, job demand, job insecurity, and job satisfaction with presenteeism among nurses at Citra Arafiq Sawangan Hospital. This research used a cross-sectional study design and data were analyzed using the chi-square test. The research population consisted of nurses at Citra Arafiq Sawangan Hospital, with a sample of 125 nurses selected through purposive sampling. This study was conducted in June 2025 by distributing an online questionnaire to respondents. The instruments used included the Stanford Presenteeism Scale-6, the Job Insecurity Scale, the Questionnaire on the Experience and Evaluation of Work (QEEW), and the Job Diagnostic Survey. Of the 125 nurses, 81 (64.8%) were found to have a high level of presenteeism. Bivariate analysis showed that education level had a significant association with presenteeism ($p\text{-value} = 0.030$; POR 95% CI: 3.167 (1.192–8.413)). The research recommends that nurses align their physical condition with job demands through effective risk management and promote a healthy work culture to prevent occupational accidents.

Keywords: risk factor, presenteeism, nurses, hospital